

## Membership Summary 2-24-21

### Hospital Discussion

- Tony – Discussion about Hospital Proposal 11 and union concerns to move May sweeps to November. Revised proposal keep may sweeps January-June and add November sweeps cover to July- December.
  - Union noted difficulty in planning summer vacations, hospital stated they would take that into consideration in discussion
- Tony – Hospital Proposal 24: 6 week schedule. If have a 4 week schedule accepted, posted by 5pm 2<sup>nd</sup> Friday current schedule. New language: if unit majority nurses unit preferred 6 week schedule and nurse manager agreed could go to 6 week. If attempted and not liked, nurse manager agreed could go back to 4 week schedule. Hospital agreed could be voluntary process based on survey of majority of unit.

### Union Discussion

- Ben – Grievance counterproposal counter
  - Modified hospital grievance proposal. Kept goal of informal meeting first, but not required, both sides agreed an informal meeting should be attempted, but union believed language was not needed. Union removed 6-month implementation of new procedure as did not think it was needed, hospital stated they felt it was needed in order to train HR on process. Union fixed gender language in section. Union proposed substantive fix to make language clearer in section 2 if no management response want to be able to move grievance to next step. Union states wants no timelines to begin until written answer from management. At that point it would be up to the union if they wanted to move forward with a grievance. Union also wants to clarify meetings for grievances should take place at DH, not other locations in the network. Some redundant language was removed, and union agrees should keep grievance meetings small, but do not agree to a 2-representative limit. Also, union agrees meetings should not be extensively long and feel that could be made possible with more information sharing prior to meetings. Union also does not agree to a 25hr on the clock yearly limit for representatives, as the union feels most meetings done off clock anyway but would not want to limit time.
- Ben – Verbal response to hospital dress code proposal: Union asking, from research, for 5 initial uniforms and a yearly \$250 stipend. Also, if certain things required, the union would like the criteria stated in the proposal.

### Hospital Discussion Continued

- Tony – Hospital review grievance response: Discussion of language deletion on first section and gender changes agreed to by hospital. Voiced concern over due to no timelines starting until written, concern “will float around for 5 months”. Agreed to changes in section 3. In added section hospital would like to add union/hosp/immediate supervisor language and agreed to the deletion of the 25hr limit. Hospital asked for clarification on what type of information would be shared to expedite meeting times. Hospital states needed to discuss section 8, union clarifies

that didn't want no response to be deemed as rejection of grievance by hospital as well as the burden of tracking extended timelines. Hospital stated would discuss.

- Tony – 2 more counters and then question
- Tony – Hospital counter on HealthStream proposal – Union 7 – Hospital states that they understand HealthStream can't always be completed at work but they would like a reasonable effort to not wait to last minute. They would like a discussion with the supervisor prior to them being completed at home. If no other option would be able to complete from home with pay.
  - Counter to Hospital 15/Union 9 – Discussion on request for any disciplines to notify union president. Hospital counter to only notify for final written warning and above as they feel members should also notify the union if involved with discipline. Also added Union President or designee language.
- Ben – union response to hospital revised 24. 4 and 6 week schedule – asking for it to be changed from union representative and manager to Unit based council and manager. only change would be from unit rep to unit-based council. Hospital clarified this cooperation would only affect determination between 4 and 6 week schedules as proposed
- Ben – union response to May and November sweeps counter proposal – we would like the hospital to review the PTO proposal prior to discussing changes to how sweeps are performed.
- Tony – continued discussion hospital proposal 24 and union proposal 3 – modified last sentence. Added unit-based council (UBC), if some units don't have functioning UBC also said employee forum will work with nurse manager to manage process. Added language for preference 4 or 6 week schedule
- Hospital response on continue grievance discussion – Hospital agreed to trying to get information for both sides prior to meetings but wanted on record not waiving any legal rights. Hospital stated still felt like union language could prolong the process. Union responds could go with hospital language but want clarification on deadlines. Hospital agreed to dropping one sentence and Union writing up TA (tentative agreement) for next session.
- Tony – Hospital review Union 11 and 22 – Hospital agrees to adding for Union 11 language for “not on orientation” as proposed. Hospital stated 45 days to short to guarantee transfer, they did not want it as an absolute deadline. Hospital also questioned on why wanted to extend length of time in float pool with not able to bid into job as they felt it was a long period of time. Union stated would respond after next caucus.
  - Union 22 response – Hospital stated defining unit seniority on a list completed by HR would be too much of a burden to administration. Union responds individuals and units know who's senior to who, and not sure would have to track it unless it were to become an issue such as in multiple people bidding into positions. Union stated could self-report when applying. Hospital stated they were open to continuing discussion.
- Tony – Hospital response to uniform discussion – Hospital would be willing to increase supplied uniform amount from 2 to 3 and the only criteria they stated they were looking for was color and embroidered with logo. They stated they didn't see that a yearly stipend was needed as nurses pay for scrubs now and didn't see it as an added cost due to what nurses already do.

- Ben – Union response to hospital counter on HealthStream – Union unsure about hospital concern of what was proposed and feels if you are working you should be paid. Hospital asked that if health streams were being done at home and people were not paid to let them know. HR clarified they would need clarification that if they notified their manager and were not paid more information would be needed.
- Ben - Union will write up TA on grievance language while hospital writing up TA on not currently on orientation language, 4 or 6 week schedule language
- Ben – Union amended proposal on transfers, section 2d on U11 – Union proposed hard cap of 60 days on top of proposed 45, with attempt to made within 45 days.
- Ben – unit seniority – Union doesn't think would be much of dispute, just change language to unit as that how it is currently done, just attempting clarification. Hospital clarifies this would be for unit seniority in nurses' union bargaining members only.

Session ended for the day